



# Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite

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## Integration Using File Download

### Use

You can download data from the SAP ERP system to files with a flat file format so that they can be uploaded to SuccessFactors HCM Suite.

### Prerequisites

You have carried out the following activities in Customizing for Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite under **Basic Settings**:

- Define File Path and Name for Storing the Generated Files
- BAdI: State File Name for File Storage (if you want to fill the placeholders <PARAM\_1>, <PARAM\_2>, and <PARAM\_3> for the physical file names differently than in the standard SAP system)

### Features

#### Integration Scenarios

You can use file download for the following data:

- [Employee data](#)
- [Evaluation data](#)
- [Qualification data](#)

#### File Formats

The integration add-on uses the following file formats:

- CSV file
 

This format is used for the integration scenario for employee data.
- TXT file
 

This format is used for the integration scenario for evaluation data.

## Integration Scenario for Employee Data

### Use

You can extract attributes for employees, including organizational attributes, from the SAP ERP HCM system and transfer them to SuccessFactors HCM Suite so that they are available for Talent Management processes. You can also transfer data to SuccessFactors for employees whose hiring date is in the future to support their integration into the enterprise.

### Prerequisites

In Customizing for the [Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite](#), you have made the settings in the section [Integration Scenario for Employee Data](#).

## Features

### Technical Integration

You can use middleware or the file download to transfer employee data to SuccessFactors.

#### ⚠ Caution

The integration using middleware is **not** available for the report [Extraction of Employee Data for SuccessFactors \(RH\\_SFI\\_TRIGGER\\_EMPL\\_DATA\\_REPL\)](#).

For more information, see [Integration Using Middleware](#) and [Integration Using File Download](#).

### Data Transfer Process

For more information, see [Integration Scenario Process for Employee Data](#).

### Extraction of Employee Data

You can use one of the following reports to extract the data from the SAP ERP HCM system:

- [Extraction of Employee Data for SuccessFactors \(RH\\_SFI\\_TRIGGER\\_EMPL\\_DATA\\_REPL\)](#)

Each time this report is run, it extracts **all** data for the selected employees. It downloads the data to a comma-separated values file so that it can be uploaded to SuccessFactors.

- [Sync Employee Data with SuccessFactors \(with Delta and Inactive Logic\) \(RH\\_SFI\\_SYNCHRONIZE\\_EMPL\\_DATA\)](#)

This report runs a delta data extraction. Each time the report is run, it extracts only the data for the selected employees that has changed since the last time the report was run. It also ensures that employees who are not included in the selection area of the extraction variant used are assigned the status **Inactive**. For example, this can be the case if employees switch to an enterprise area for which no integration with SuccessFactors is planned. You can use this report to download the extracted data to a CSV file or to transfer it to SuccessFactors via middleware.

#### → Recommendation

For the following reasons, we recommend that you use the report [RH\\_SFI\\_SYNCHRONIZE\\_EMPL\\_DATA](#):

- The first time this report is run, it initially extracts all or a large part of the data on the selected employees. However, the volume of extracted data is usually reduced significantly afterwards.
- The application for monitoring the transfer of data from SAP ERP to SuccessFactors displays only the notifications that the report [RH\\_SFI\\_SYNCHRONIZE\\_EMPL\\_DATA](#) generates. This application does **not** display notifications that the report [RH\\_SFI\\_TRIGGER\\_EMPL\\_DATA\\_REPL](#) generates.

For more information, see [Monitoring the Transfer of Data from SAP ERP to SuccessFactors HCM Suite](#).

- Integration using middleware is only available for the report [RH\\_SFI\\_SYNCHRONIZE\\_EMPL\\_DATA](#)). The report [RH\\_SFI\\_TRIGGER\\_EMPL\\_DATA\\_REPL](#) cannot use middleware to transfer any data to SuccessFactors.

#### ⚠ Caution

You need to choose one of the two reports. You **cannot** use the two reports interchangeably.

For more information about the data extraction reports, see Customizing for the integration add-on, under [Integration Scenario for Employee Data, Run Extraction of Employee Data and Organizational Data](#). The reports are also located in the

## ⚠ Caution

Once you have used one of the reports to extract data, we strongly recommend that you do not make any changes to the settings used since the data extracted from the ERP system forms the basis for workflow, authorizations, and reporting in SuccessFactors. If you change the settings for a repeated extraction of data, you may generate new objects in SuccessFactors and may, for example, need to modify authorizations accordingly.

Make sure that you always use the same option for the field **USERID**.

## ❖ Example

You have chosen German as the language for the data extraction. Therefore, the report extracted the employee subgroup **Leitende Angestellte** (Executive Employees). You transferred this to SuccessFactors. For the next data extraction, you select English as the extraction language. Therefore, the report extracts the same employee subgroup, now with the name **Executive Employees**. When you transfer this to SuccessFactors, it is regarded as a new object. Therefore, you may need to change authorizations or reports that are based on this employee subgroup accordingly.

You have chosen the central person as the extraction option for the field **USERID**. If you choose the option **External Person ID** instead during the next extraction run, this causes inconsistencies. Therefore, do **not** make any changes to this setting.

### Data Extraction in Pre-Hire Period of New Employees

You can extract data for future employees from the SAP ERP system and transfer it to SuccessFactors. The data for integrating new employees into the enterprise is thereby available, for example, to enable future employees to access SAP Jam.

## ⚠ Caution

The future employees are transferred to SuccessFactors as **active** employees, even though their entry date is in the future. Therefore, make sure that future employees do **not** have authorization to access the SuccessFactors applications and that they are **not** integrated into the business processes, meaning that they are not visible to their future managers, for example.

## → Recommendation

We recommend that you define an indicator in a customer-specific field that identifies future employees as such.

## i Note

To make the corresponding settings in SuccessFactors, contact the Professional Services team provided by SuccessFactors.

Use the report **Sync Employee Data with SuccessFactors in Pre-Hire Period** (RH\_SFI\_PREHIRE\_EMPL\_DATA) for the extraction of data for future employees. You can use this report to download the extracted data to a CSV file or to transfer it to SuccessFactors via middleware.

For more information about this report, see Customizing for the integration add-on, under **Integration Scenario for Employee Data Perform Extraction of Employee Data in Pre-Hire Period**. The report is also located in the user menu for the role **SuccessFactors Integration: Onboarding** (SAP\_HR\_SFI\_ONBOARDING).

### Extracted Data

You can extract content for the SuccessFactors fields that are listed in [Mapping of SuccessFactors HCM Suite Fields for Employee Data to SAP ERP Fields](#). This applies to all reports mentioned above.

### Extraction Options

- You can choose between various standard extraction options for some of the data to be extracted.

## ❖ Example

The standard SAP ERP system can determine the content for the SuccessFactors field MANAGER as follows:

- Using the relationship **Is managed by...** (B012) between the employee's organizational unit and the manager's position
- Using the relationship **Reports (line) to** (A002) between the employee's position and the manager's position

For more information about the extraction options, see the field help for the data extraction report and [Mapping of SuccessFactors HCM Suite Fields for Employee Data to SAP ERP Fields](#).

- You can adapt the data extraction to suit your requirements for **all** fields, without making modifications. To do so, you use the Business Add-In (BAdI) **Replication of Employee's Data** (HRSFI\_B\_EMPL\_DATA\_REPLICATION). The BAdI provides a separate method for each SuccessFactors field. For the BAdI, see Customizing for the integration add-on, under [Integration Scenario for Employee Data Business Add-Ins \(BAdIs\)](#).
- You can overwrite the extracted standard field labels with customer-specific labels. To do so, use the BAdI **Labels for Fields of Data Replication** (HRSFI\_B\_EMPL\_DATA\_REPL\_LABEL). For the BAdI, see Customizing for the integration add-on, under [Integration Scenario for Employee Data Business Add-Ins \(BAdIs\)](#).

## Transfer Additional Parameters to SuccessFactors

In addition to the employee data, you can transfer other parameters to SuccessFactors:

- Parameter **validateMgrHr**

The selection screen of the reports **Sync Employee Data with SuccessFactors (with Delta and Inactive Logic)** and **Sync Employee Data with SuccessFactors in Pre-Hire Period** has the new indicator **No Validation of Manager and HR Manager**. You can use this indicator to specify that the reports do **not** check whether the user IDs that were extracted for the fields MANAGER and HR are already known in SuccessFactors. In SuccessFactors, this corresponds to the parameter **validateMgrHr**.

- Additional parameters

If you use middleware for the integration, you can transfer additional parameters to SuccessFactors. To do so, implement the BAdI **Parameters for Checks of Employee Data Transfer** (HRSFI\_B\_SFSF\_API\_PARAMETER). For the BAdI, see Customizing for the integration add-on, under [Integration Scenario for Employee Data Business Add-Ins \(BAdIs\)](#).

## Extension of Data Extraction

You can use the fields CUSTOM01 – CUSTOM15 to supplement the extraction of employee data with customer-specific fields. For more information, see Customizing for the integration add-on, under [Integration Scenario for Employee Data Extend Extraction of Employee Data](#).

## Completion of Data Extraction

You can discontinue the extraction of data for a group of employees. To do so, run the report **Discontinue Data Sync. with SuccessFactors for Group of Employees** (RH\_SFI\_WITHDRAW\_VARIANT) to set all employees contained in the selection for an extraction variant of the report **Sync Employee Data with SuccessFactors (with Delta and Inactive Logic)** (RH\_SFI\_SYNCHRONIZE\_EMPL\_DATA) to the status **Inactive**. For example, this is useful if you want to exclude an enterprise area for which you have previously transferred data to SuccessFactors from the data transfer in future.

For more information about the report RH\_SFI\_WITHDRAW\_VARIANT, see Customizing for the integration add-on, under

## Data Extraction for Employees in Concurrent or Global Employment

If employees are in concurrent or global employment and therefore have multiple personnel assignments (meaning personnel numbers), the data extraction reports extract the data for one of the personnel numbers. For more information, see [Extraction of Employee Data for Concurrent Employment and Global Employment](#).

### Error Handling

You can trace and process errors that occurred during the extraction or transfer of data using the report **Sync Employee Data with SuccessFactors (with Delta and Inactive Logic)** (RH\_SFI\_SYNCHRONIZE\_EMPL\_DATA) in an application for monitoring the extraction of data.

For more information, see [Monitoring the Transfer of Data from SAP ERP to SuccessFactors HCM Suite](#).

## Integration Scenario Process for Employee Data

### Use

The process for transferring employee data and organizational data from SAP ERP HCM to SuccessFactors HCM Suite is as follows.

### Process

1. You divide the total number of employees for whom you want to extract data into suitable areas and create a corresponding extraction variant for each area.  
Make sure that you use the same option for the field **USERID** in each extraction variant.
2. If you use the report **Sync Employee Data with SuccessFactors (with Delta and Inactive Logic)** (RH\_SFI\_SYNCHRONIZE\_EMPL\_DATA) or **Sync Employee Data with SuccessFactors in Pre-Hire Period** (RH\_SFI\_PREHIRE\_EMPL\_DATA), enter the allowed variants in the Customizing activity **Specify Allowed Variants for Delta Extraction**.
3. You schedule the report of your choice with the extraction variants to be run regularly in the background.

#### **i** Note

Ensure that the variants are always run with the same frequency and in the same sequence to avoid data inconsistencies.

4. You transfer the extracted data to SuccessFactors.
  - o If you use a file download for the integration, upload the generated CSV files to SuccessFactors.
  - o If you use middleware for the integration, the report RH\_SFI\_SYNCHRONIZE\_EMPL\_DATA or RH\_SFI\_PREHIRE\_EMPL\_DATA sends corresponding Web services to the middleware used. For more information, see [Process for Using Middleware for the Integration](#).
5. If errors occurred when extracting or transferring data, proceed as described in [Monitoring the Transfer of Data from SAP ERP to SuccessFactors HCM Suite](#).

## Mapping of SuccessFactors Fields for Employee Data to SAP ERP

The following list shows which field contents from the SAP ERP system you can extract for which SuccessFactors fields. You define the extraction options on the selection screen of the report that you use to extract the data. For more information, see SAP Library for the add-on and choose [Integration Scenario for Employee Data](#) in the *Extraction Options* section.

## i Note

You also have the option of defining a customer-specific Business Add-In implementation for each of the fields.

SuccessFactors Field	SAP ERP Field	Comment
STATUS	Employment status from the <a href="#">Actions</a> infotype (0000).	<p>The SAP ERP status is mapped to the SuccessFactors status as follows:</p> <ul style="list-style-type: none"> <li>• <a href="#">Active</a> &gt; <a href="#">Active</a></li> <li>• <a href="#">Pensioner</a> &gt; <a href="#">Inactive</a></li> <li>• <a href="#">Left Company</a> &gt; <a href="#">Inactive</a></li> <li>• <a href="#">Inactive</a> &gt; <a href="#">Inactive</a></li> </ul>
USERID	<ul style="list-style-type: none"> <li>• Central person (object type CP)</li> <li>• External person ID from the infotype <a href="#">Person ID</a> (0709)</li> </ul>	
USERNAME	<ul style="list-style-type: none"> <li>• User (object type US)</li> <li>• Central person (object type CP)</li> </ul>	
FIRSTNAME	<ul style="list-style-type: none"> <li>• Infotype <a href="#">Personal Data</a> (0002)</li> <li>• Customizing</li> </ul>	<p>You make the relevant Customizing settings in Customizing for the integration add-on for SAP ERP HCM and SuccessFactors under <a href="#">Integration Scenario for Employee Data Define Name Format for Fields FIRSTNAME and LASTNAME</a></p>
LASTNAME	<ul style="list-style-type: none"> <li>• Infotype <a href="#">Personal Data</a> (0002)</li> <li>• Customizing</li> </ul>	<p>You make the relevant Customizing settings in Customizing for the integration add-on for SAP ERP HCM and SuccessFactors under <a href="#">Integration Scenario for Employee Data Define Name Format for Fields FIRSTNAME and LASTNAME</a></p>
MI	Infotype <a href="#">Personal Data</a> (0002)	
GENDER	Infotype <a href="#">Personal Data</a> (0002)	
EMAIL	<ul style="list-style-type: none"> <li>• Infotype <a href="#">Communication</a> (0105), subtype <a href="#">E-Mail</a> (0010)</li> <li>• Infotype <a href="#">Communication</a> (0105), subtype <a href="#">E-Mail</a> (MAIL)</li> <li>• User data</li> </ul>	

SuccessFactors Field	SAP ERP Field	Comment
MANAGER	<ul style="list-style-type: none"> <li>Relationship <a href="#">Is managed by...</a> (B012) between the employee's organizational unit and the manager's position</li> <li>Relationship <a href="#">Reports (line) to</a> (A002) between the employee's position and the manager's position</li> <li>Entry NO_MANAGER</li> </ul>	The option NO_MANAGER is available only for the report <a href="#">Sync Employee Data with SuccessFactors in Pre-Hire Period</a> (RH_SFI_PREHIRE_EMPL_DATA). NO_MANAGER is the default setting.
HR	<ul style="list-style-type: none"> <li>Administrator for HR master data from the <a href="#">Organizational Assignment</a> infotype (0001)</li> <li>Entry NO_HR</li> </ul>	The option NO_HR is available only for the report <a href="#">Sync Employee Data with SuccessFactors in Pre-Hire Period</a> (RH_SFI_PREHIRE_EMPL_DATA). NO_HR is the default setting.
DEPARTMENT	<ul style="list-style-type: none"> <li>Organizational unit from the <a href="#">Organizational Assignment</a> infotype (0001)</li> <li>Cost center from the <a href="#">Organizational Assignment</a> infotype (0001)</li> </ul>	
JOBCODE	Job from the <a href="#">Organizational Assignment</a> infotype (0001)	
DIVISION	Company code from the <a href="#">Organizational Assignment</a> infotype (0001)	
LOCATION	Personnel area from the <a href="#">Organizational Assignment</a> infotype (0001)	
TIMEZONE	User data	
HIREDATE	Feature ENTRY	
EMPID	Personnel number	
TITLE	<ul style="list-style-type: none"> <li>Position from the <a href="#">Organizational Assignment</a> infotype (0001)</li> <li>Job from the <a href="#">Organizational Assignment</a> infotype (0001)</li> <li>Customer-specific implementation</li> </ul>	
BIZ_PHONE	<ul style="list-style-type: none"> <li>Internal telephone number (two fields) from the infotype <a href="#">Internal Data</a> (0032)</li> <li>Infotype <a href="#">Communication</a> (0105), subtype <a href="#">First Telephone Number at Work</a> (0020)</li> </ul>	
FAX	Infotype <a href="#">Communication</a> (0105), subtype	

SuccessFactors Field	SAP ERP Field	Comment
ADDR1	Description of personnel area from the <a href="#">Organizational Assignment</a> infotype (0001)	
ADDR2	Street of personnel area from the <a href="#">Organizational Assignment</a> infotype (0001)	
CITY	City of personnel area from the <a href="#">Organizational Assignment</a> infotype (0001)	
STATE	Region of personnel area from the <a href="#">Organizational Assignment</a> infotype (0001)	
ZIP	Zip code of personnel area from the <a href="#">Organizational Assignment</a> infotype (0001)	
COUNTRY	<ul style="list-style-type: none"> <li>Country key of personnel area from the <a href="#">Organizational Assignment</a> infotype (0001)</li> <li>Country key for the employee's country grouping</li> </ul>	The SAP ERP country keys are mapped to the country descriptions used in SuccessFactors
REVIEW_FREQ	Customer-specific implementation	
LAST REVIEW DATE	Customer-specific implementation	
CUSTOM01	Personnel subarea from the <a href="#">Organizational Assignment</a> infotype (0001)	You can define how to fill each CUSTOM field
CUSTOM02	Employee group from the <a href="#">Organizational Assignment</a> infotype (0001)	You can define how to fill each CUSTOM field
CUSTOM03	Employee subgroup from the <a href="#">Organizational Assignment</a> infotype (0001)	You can define how to fill each CUSTOM field
CUSTOM04 – CUSTOM15	Customer-specific implementation	You can define how to fill each CUSTOM field
MATRIX_MANAGER	Relationship <a href="#">Reports (line) to</a> (A002) between the employee's position and the managers' positions	For the report <a href="#">Sync Employee Data with SuccessFactors in Pre-Hire Period</a> (RH_SFI_PREHIRE_EMPL_DATA), the default setting is that <b>no</b> data is transferred for the field MATRIX_MANAGER.
DEFAULT_LOCALE	Communication language (field SPRSL) from the infotype <a href="#">Personal Data</a> (0002)	The SAP ERP languages are mapped to the language labels used in SuccessFactors (for example, <b>DE</b> to <b>de_DE</b> ). If there is not corresponding entry in SuccessFactors for the language used in the SAP ERP system, no content is transferred for the field DEFAULT_LOCALE.
CUSTOM_MANAGER	Customer-specific implementation	
SECOND_MANAGER	Customer-specific implementation	
PROXY	Customer-specific implementation	

SuccessFactors Field	SAP ERP Field	Comment
LOGINMETHOD	<ul style="list-style-type: none"> <li>Character string SSO: The employees can only use Single Sign-On to log on to the SuccessFactors system</li> <li>Character string PWD: The employees can only use their password to log on to the SuccessFactors system</li> </ul>	

## Extraction of Employee Data for Concurrent and Global Employment

### Use

If employees are in concurrent or global employment and therefore have multiple personnel assignments (meaning personnel numbers), the data extraction report extracts the data for one of the personnel numbers. If you define one of the personnel assignments as the main assignment, the data is extracted for this personnel number.

#### **i** Note

If an employee has multiple personnel assignments, but does **not** have a main assignment defined, the data extraction report uses the personnel assignment with the latest end date. If the latest end date is valid for more than one of the personnel assignments, or if there are only inactive personnel assignments for the employee on the key date of the data extraction, the report selects one of these personnel assignments at random.

### Features

You have the following options for defining a main assignment for employees in concurrent or global employment:

- Create a record of the infotype **Main Personnel Assignment** (0712) with subtype **SuccessFactors** (SFSF) for the relevant employees.

#### → Recommendation

We recommend this procedure.

- Use the Business Add-In (BAdI) **Determining the Leading Assignment for a Central Person** (HRSFI\_B\_LEADING\_CONTRACT). For the BAdI, see Customizing for the **Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite**.

## Monitoring the Transfer of Data from SAP ERP to SuccessFactors

### Use

You can use the Web Dynpro application HRSFI\_MONITORING\_EMPL to monitor the transfer of employee data and compensation data from SAP ERP to SuccessFactors HCM Suite. The application informs you of which data has been successfully extracted and transferred, and for which employees the data extraction or data transfer failed. The application displays all messages of the type error and warning that occurred and supports you with resolving the errors.

The application is located in the menu of the following roles:

- [SuccessFactors Integration: Composite Role](#) (SAP\_HR\_SFI\_C)
- [SuccessFactors Integration: Employee Data Replication](#) (SAP\_HR\_SFI\_EMPL\_DATA\_REPL)
- [SuccessFactors Integration: Compensation Data Replication](#) (SAP\_HR\_SFI\_COMP\_DATA\_REPL)

You can use these roles to enable users to access the application in SAP NetWeaver Business Client or in SAP NetWeaver Portal. For more information, see SAP Note [1770819](#).

## Prerequisites

If you want to use the application HRSFI\_MONITORING\_EMPL to monitor the extraction of **employee data**, you need to use the report [Sync Employee Data with SuccessFactors \(with Delta and Inactive Logic\)](#) (RH\_SFI\_SYNCHRONIZE\_EMPL\_DATA) to extract this data. If you use the report [Extraction of Employee Data for SuccessFactors](#) (RH\_SFI\_TRIGGER\_EMPL\_DATA\_REPL), the application HRSFI\_MONITORING\_EMPL does **not** display any messages for the extraction of employee data.

### i Note

The monitoring of the extraction of compensation data does not depend on whether you extract employee data or the report you use to do so.

## Features

### Displayed Data

The application for monitoring the data transfer from SAP ERP to SuccessFactors displays data for the following integration scenarios:

- Transfer of employee data
- Transfer of compensation data

### Modifying the Log and Message Lists

The lists are based on SAP List Viewer (ALV) for Web Dynpro. Therefore, you can use the following standard SAP List Viewer for Web Dynpro functions:

- Adjusting the display of the list
 

For more information, see the documentation for SAP List Viewer for Web Dynpro, under **Displaying the List**.
- Sorting the list
 

For more information, see the documentation for SAP List Viewer for Web Dynpro, under **Sorting the List**.
- Filtering the list
 

For more information, see the documentation for SAP List Viewer for Web Dynpro, under **Filtering the List**.
- Exporting the list to Microsoft Excel
 

For more information, see the documentation for SAP List Viewer for Web Dynpro, under **Exporting the List to Microsoft Excel**.

You can save and reload all settings that you make for the application in views. For more information, see the documentation for SAP List Viewer for Web Dynpro, under **Personalizing the List**.

For the documentation for SAP List Viewer for Web Dynpro, see SAP Library and choose [Getting Started - Using SAP Software Working with Tools and Functions Working with Lists](#).

## Message Types

The message lists contain messages of the type error, warning, and success. The types of error are indicated by relevant icons.

## Message Categories

The messages are sorted into the following categories:

- Back-End Messages

Error messages and warnings that were triggered by the extraction of data in the SAP ERP system are listed here.

- Transfer Messages

Error messages and warnings that were triggered by the transfer of data from the SAP ERP system to SuccessFactors are listed here.

- Processed Successfully

The number of employees for whom the extraction and transfer of data was successful is listed here.

## Monitoring the Transfer of Employee Data

See [Monitoring the Transfer of Employee Data](#).

## Using the Message List to Transfer Compensation Data

See [Monitoring the Transfer of Compensation Data](#).

## Activities

If errors occur, proceed as follows:

1. Correct the errors.

2. In this application, set the status **Solved** for the relevant message.

3. Repeat the extraction of data. To do so, proceed as follows:

- o Wait for the next run of the data extraction report with the same extraction variant. The report automatically selects the relevant personnel numbers and extracts their data again.

- o Repeat the extraction of data only for those employees for whom errors occurred.

**i Note**

This option is only available for extracting employee data.

4. If the extraction of data is successful the next time the report is run, the report deletes the relevant messages from this application. If errors occur again during the extraction of data, this application displays relevant messages with the new extraction date.

## Monitoring the Transfer of Employee Data

You can use the Web Dynpro application HRSFI\_MONITORING\_EMPL to monitor the transfer of employee data from SAP ERP to SuccessFactors HCM Suite.

## Features

### Successfully Processed Data

The **Successfully Processed** list provides you with an overview of the number of employees for whom the data has been extracted and transferred successfully. In addition, this list displays the extraction variant with which the data has been extracted.

### Transfer Log

In the **Transfer Log** list you can display all transferred employee data.

To do so, first use the selection criteria to define for which employees the data is to be displayed, and choose **Transfer Selection**. You can then collapse the screen area with the selection criteria.

#### → Recommendation

If you display a large amount of data, it can take some time to call the transfer log. In this case, we recommend that you use the field **Maximum Number of Hits** to restrict the number of employees for whom the data is to be displayed.

The transfer log contains the following information:

- Information on the employees for whom data has been extracted (first and last name, personnel number from the SAP ERP system, user ID from SuccessFactors)
- Extraction variant with which the data has been extracted
- Date and time of last data extraction
- Current status of the data extraction as stored in the log table HRSFI\_D\_EXTR\_LOG

The log table contains all data that the data extraction report extracted during the last run for the employees concerned.

If a back-end error occurs, the log table contains the current data for the relevant employee, provided it could be extracted before the error occurred. The other fields are empty.

- Indicator **Repeat Needed**

If errors occurred during the data extraction, this indicator is set for the relevant employees. These employees are automatically selected the next time the report is run using the same extraction variant. Their data is extracted again.

You can use the **Detail** pushbutton to display an overview of the data for an employee.

#### i Note

Which data is displayed in the transfer log also depends on whether the user has the authorizations required to display the data. You use the Business Add-In (BAdI) **Determine Program Which Selects Employees for Log Display in Monitor** (HRSFI\_B\_MONITORING\_LOG\_PROGRAM) to define the authorizations. For the BAdI, see Customizing for the integration add-on, and choose **Basic Settings**.

The lists **Back-End Messages** and **Transfer Messages** provide you with an overview of all problems that occurred during the data transfer.

The following functions are available:

- You can check for which employees problems occurred.

For each message of the type error and warning, the application displays the employee's personnel number from the SAP ERP system and user ID from SuccessFactors.

- You can check when an error last occurred and for how long it has existed.

For back-end messages, the application displays the time at which the error last occurred and the date on which it first occurred. This provides you with an overview of employees for whom errors regularly occur over a longer period of time and enables you to check and correct their specific data.

For transfer messages, the application displays the date of the data transfer.

- To record the processing status, you can set the status **Solved** for errors that you have resolved. You can reset the status of errors from **Solved** to **Unsolved** if, for example, you determine that the error has not actually been resolved.
- You can use the function **Reload Employees** for back-end messages to re-extract the data for employees for whom errors occurred.

The data extraction report is run with the same extraction variant as in the original run; however, the selection is temporarily restricted to the selected employees. In this case, the report extracts **all** data for the relevant employees again.

## More Information

[Monitoring the Transfer of Data from SAP ERP to SuccessFactors HCM Suite](#)